

## Minutes of the MPTC Meeting in Randolph

**December 19, 2012**

### **Attendees:**

Off. Kevin Browne

Chief John Camerota

Lt. Mike Chapman

Juan Ducosse (guest)

Sgt. Gary Eblan

Dori-Ann Ference

Chief Fran Fox

Sheila Gallagher

Lt. James Golden

Chief James Hicks

Comm. Karl Hupfer

Supt. Paul Joyce

Lt. Harry Kastrinakis

Chief Richard Koch

Chief Mark Leahy

Howard Lebowitz

James O'Brien

Marylou Powers

Jason Shea

Chief Richard Thompson

US Karen Wells

Lt. James Witzgall

**Call to Order:** Chief Hicks called the meeting to order at 9:41 am and introduced members of the Committee. He then called for a motion to approve the minutes of the previous meeting and asked if there was any discussion. Marylou said that she had received an email from Lois Wack stating that she believes the minutes of the previous meeting did not accurately reflect her comments. Marylou read sections of the email to the Committee. A discussion followed with some agreement and some disagreement. Chief Koch made a motion to make appropriate changes to the minutes. The motion was seconded by Chief Fox. US Wells and Jim O'Brien abstained.

**Standards Committee:**

Temporary Waivers:

Michael Bettencourt      Topsfield PD

Louis J. Dibacco          Rehoboth PD

Christopher Merigan      Chatham PD

Chief Koch made the motion to accept the recommendation of the Standards Committee to approve temporary waivers for the three officers. Chief Hicks called for discussion. There was no discussion and the motion passed by a unanimous voice vote.

Permanent Exemptions:

Erik McNiece              VT/Lakeville PD

Chief Leahy made the motion and Chief Fox seconded to accept the recommendation of the standards committee to approve a permanent exemption Mr. McNiece. The motion passed by a unanimous voice vote.

Christopher Rosata      NH/Provincetown PD

Following some discussion, Chief Fox made the motion which was seconded by Chief Leahy to accept the recommendation of the Standards Committee to approve a permanent exemption for Mr. Rosata. The motion passed by a unanimous voice vote.

Kevin Browne              Sherborn PD

Chief Richard Thompson of the Sherborn Police Department made a presentation asking the Committee to reconsider its previous decision denying Kevin Browne a permanent exemption. The Chief and Mr. Browne reviewed and added to the information that had been presented at the previous meeting. Chief Koch said that after hearing the additional information he would recommend reconsidering the denial. Chief Leahy said that he would like to see written confirmation of the additional information. Chief Hicks added that he would like to see written confirmation from both NYC and Boston College. Chief Leahy made a motion to grant Kevin Browne a permanent exemption contingent upon receiving supporting documentation to the satisfaction of the MPTC Executive Staff. Chief Koch seconded. Some

discussion followed regarding the pertinence of information from Boston College since the primary issue is the applicability of Mr. Browne's time in the NYC Police Academy. The motion passed by a unanimous voice vote.

#### Other Temporary Waivers:

Marylou presented a request from the Westfield Police Department to extend the temporary waivers of officers Matthew Preuss and Megan Bartlett. Chief Leahy made a few comments supporting the Standards Committee's recommendation to grant the request and made a motion to this effect. The motion was seconded by Chief Koch and passed by a unanimous voice vote. Westfield also made a request to extend another temporary, however the Standards Committee recommended that Westfield come back to Committee with this request at a more relevant time.

#### Request by the Boston PD for a modified academy:

Supt. Paul Joyce and Sgt. Gary Eblan of the Boston Police Department made a presentation requesting approval to run a modified training academy for two officers, Dan McManara and Baltazar DaRosa, who are returning to duty after a break of more than five years. Supt. Joyce made the case that these two officers could be trained in a modified program that would be as comprehensive as the full academy without the drawbacks of trying to integrate them into the full session. Jim O'Brien asked how long each break in service had been. Lt. Chapman said that DeRosa was just over five years and McManus between 6 and 7 years. Sgt. Eblan assured the Committee that a modified academy would be thorough and complete. Chief Hicks followed with some discussion and said that this is an opportunity to look at programs for return to duty officers; he added that he sees only positives and no negatives. He also said that the CMRs allow the Committee to make such decision. Marylou said that Boston has the resources to do a modified program correctly because they have so many instructors on staff. Jim O'Brien said he agrees that the CMRs support a decision to approve Boston's request. Chief Koch made a motion to approve the request, which was seconded by Jim O'Brien. The motion passed by voice vote with Lt. Chapman abstaining.

#### Dismissals:

The Standards Committee upheld the dismissal of Student Officer Bettencourt from the Plymouth Police Academy. However, as Chief Leahy explained, there were mitigating circumstances so the Standards Committee voted to allow him to return to a subsequent academy. It was also reported that the Worcester Police Academy has a dismissal and a hearing will be scheduled.

#### **Statewide Coordinator Report:**

Chief Hicks introduced Jason Shea, the Statewide Coordinator for Health and Wellness. Jason presented the Instructor Certification Manual for Physical Fitness, which he wrote with input from the PT Advisory Committee. The manual will not only serve as the certification document for the 24-hour Instructor Course, but will also serve as a standard guide for instruction in recruit academies. Next, Jason presented the "Drop It" program, which is a proposal to challenge the entire law enforcement

community in Massachusetts to lose a collective 100,000 pounds in three months. Chief Hicks noted that historically we have concentrated on recruits and not paid attention to veteran officers. He said that if we could make this work it would be fantastic. Chief Koch agreed and said that he also thought it was a great idea. US Wells said that EOPSS could be a resource regarding press for the program. Chief Koch asked how weigh-ins could be accomplished. Jason suggested that academies could help. He also said that he would like to use Dana Farber as an inspirational resource.

Chief Hicks praised the manual, with other committee members agreeing, and asked if it was available in electronic form. Jason replied that it was. Dori volunteered to follow up with Jason to get electronic copies to committee members. Lt. Kastrinakis asked about recommendations for daily PT. Jason said that in the manual there is an outline of exercises that are appropriate for each phase of training; there can't be an absolute program because of the wide variation in facilities and equipment from one academy to the next, but there can be prescribed exercises based on phases of the program.

### **Executive Director's Report:**

Worcester has 43 and there has been one dismissal.

Boylston graduated 40 on December 7<sup>th</sup>.

Lowell graduated 73 on November 15<sup>th</sup>.

Boston is intending to start on January 7<sup>th</sup> with 88.

Reading will graduate 40 on January 15<sup>th</sup> and expects to start the new class on March 11<sup>th</sup>.

Plymouth will graduate 58 on February 1<sup>st</sup> and will start the next class on April 1<sup>st</sup>.

MBTA graduated 45 on December 12<sup>th</sup> and will start the next class on January 14<sup>th</sup>.

SPMA has 57 and will graduate on February 15<sup>th</sup>.

Western Mass will start on February 4<sup>th</sup>.

Chief Hicks reported that there has been a thorough investigation into the allegations of misconduct at the T Academy. Based on the information that was given to the MPTC by Chief McMillan, the T Academy's formal request to start on January 14<sup>th</sup> has been approved.

Marylou reported that the Training Officers Advisory Group will be meeting on January 25<sup>th</sup> to discuss topics for next year's 40-hour professional development. She also reported on the development process for the revision of the Staff Instructor Guide Book. Academy Directors will be meeting on January 22<sup>nd</sup> to review and finalize changes to the manual. The Reserve Focus Group meeting is scheduled for January 9<sup>th</sup>. Discussion will include the final After Action Report. Lastly, Marylou reported that the Academy Director position opening up in Reading as a result of Rhoda's retirement will be posted next week. The goal is to have a candidate selected by February 1<sup>st</sup> for a March 1<sup>st</sup> start date.

Howard reported that there are still 70 departments that have not submitted spreadsheets. There was some discussion regarding efforts to get the last few departments to comply. He also reported that the Firearms Group is working on a distance learning segment of the Firearms Instructor Recertification. The plan is to require instructors to do the classroom portion on-line and bring to the range a certificate of completion that the system generates.

### **Old Business:**

Dori reported on curriculum development. She presented the Drug ID for approval. Lt. Chapman made a few comments but said that it was good and ready to go. Others on the Committee agreed. Lt. Chapman also commented on the Accident Investigation Course and said that the 20 hours is too much. Chief Koch agreed. Dori said that she would go back to that development team and ask them to shorten the course. EVOC will be coming for the next meeting.

### **Funding:**

Chief Hicks reviewed the 9c cuts and said that the Agency can absorb the cuts within its budget but that the issue of the retained revenue account is still a problem. US Wells said that she is confident the amount allowed for retained revenue will be increased in next year's budget and that she is still hoping to do something for this year.

Chief Hicks discussed the pending transition at EOPSS with the departure of Secretary Heffernan. He said that the message of the importance of our budget should go forward and that the previous efforts should not be lost. He went on to say that there are various efforts around the state to support a funding stream and we will continue to move forward in this regard.

### **New Business:**

Chief Hicks brought up the issue of 911 training and the question of whether or not it should be included in the basic recruit curriculum. Chief Koch said that the future of dispatching is a civilian function and that it would be going backwards to train recruits in it. Chief Leahy agreed and added that 911 training is readily available for departments that do want to have their sworn officers trained. Dori mentioned the option of providing dispatcher training immediately following a recruit academy session for those departments that wanted to participate. Chief Hicks said that E-911 could be accommodated in our academies to conduct their training and be responsible for it. Chief Koch disagreed in that this would just be another responsibility we would take on even if E-911 does the training. Chief Hicks reminded the Committee that the topic is just open for preliminary discussion with no vote possible since the topic was not on the agenda. He summarized that the consensus seemed to be that the MPTC does not want to include dispatcher training into the recruit curriculum.

Chief Leahy brought up the issue that some chiefs send sponsored student officers to the academy but check the box indicating that the applicant is full-time. He suggested that each recruit application marked as a full-time position include a letter of appointment to a full-time position signed by the appointing authority. Chief Hicks said he would put this issue on the agenda for the next meeting.

because the Committee cannot take a formal vote on any issue that is not on the agenda. Lynda said that she will bring examples of such letters to the next meeting.

Marylou reminded the Committee that the reappointment of the position of Chairman of the MPTC should also be included in the agenda for the next meeting.

Sheila reported on her schedule of meetings with Legal Issues instructors regarding the Legal Issues document and its use for veteran officer training 2012.

Chief Hicks set the next meeting of the MPTC for January 16, 2012 at 9:30 am in Randolph. He then called for a motion to adjourn. Chief Koch made the motion which was seconded by Jim O'Brien.

The meeting adjourned at 11:51 am.